

DAVID PAUL CLARK, ESQ.

E-Mail Address: DClarkEsq@aol.com

Present Occupation: Arbitrator/Mediator/Attorney at Law

Adjunct Professor of Law, American University Washington College of Law: Lawyer Bargaining
Hearing Examiner, District of Columbia Office of Human Rights

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PROFESSIONAL AFFILIATIONS:

Member of the Board of Directors, D.C. Association for Conflict Resolution

Member, District of Columbia Bar Attorney/Client Arbitration Board

American Bar Association

EDUCATION:

B.A., English Literature & Philosophy, University of Richmond, 1992

J.D., Washington College of Law, American University, 1997

M.A., International Conflict Resolution, American University, 1998

CERTIFICATIONS:

Certified Mediator, Supreme Court of Virginia, 1997

Law, District of Columbia, 2002

Law, New York and New Jersey, 1998

ARBITRATION/LABOR RELATIONS EXPERIENCE:

From **2001 to Present**, Arbitrator of over 70 cases. Subject matter involves labor, employment, and commercial transactions. From **2006 to Present**, Adjunct Professor of Law at American University's Washington College of Law, in areas of negotiation and alternative dispute resolution. From **2005 to Present**, Hearing Examiner, D.C. Office of Human Rights. From **1996 to Present**, Mediator of over 400 cases, as appointed by the following agencies: Commonwealth of Virginia civil courts, D.C. Bar Association, D.C. Office of Human Rights, Equal Employment Opportunity Commission, US Coast Guard, US Department of Homeland Security, and many others. Clients have included Fortune 500 companies, public and private sector labor organizations, government officials, and various private individuals. Professional biography is as follows: From **2001 to Present**, engaged in private alternative dispute resolution and general legal practice. Former counsel to District of Columbia Office of Human Rights, Washington, D.C., for claims of discrimination based on race, sex, religion, age, national origin, and disability. Managed discovery, drafted pleadings, and made oral arguments. From **1998 to 2001**, worked as attorney-adviser to the Federal Labor Relations Authority (FLRA). Provided counsel to presidential appointees for this independent, quasi-judicial agency responsible for overseeing federal labor-management relations. Analyzed appeals of ALJ and Arbitrator decisions concerning employee grievances, negotiability, and representation matters; mediated cases; and drafted final decisions issued by the Authority. Areas of expertise included labor, employment, and federal regulations. Also, from 2000 to 2001, served as manager of FLRA's Collaboration and Alternative Dispute Resolution Office. There, developed and implemented program for mediating and facilitating settlement of labor and employment lawsuits.

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INDUSTRIES:

Automotive, Construction, Federal Sector, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Office Workers/Clerical, Organizations, Paint & Varnish, Police and Fire, Printing and Publishing, Plumbing, Prison Guard, Refrigeration A/C, Restaurants, Retail Stores, Services, Transportation, Trucking & Storage, Warehousing.

ISSUES:

Arbitrability, Assignment of Work, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin; Drug/Alcohol Offenses, Fringe Benefits: Holidays, Leave, Vacation, Holiday/Holiday Pay; Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Promotion, Safety/Health Conditions, Seniority, Sexual Harassment, Subcontracting/Contracting Out, Wages: Cost-of-Living Pay, Holiday Pay, Job Classification and Rates, Overtime Pay, Vacation Pay; Work hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats

ARBITRATION ROSTERS:

Better Business Bureau
D.C. Bar Association
D.C. Public Employee Relations Board
Federal Mediation and Conciliation Service
National Association of Securities Dealers
National Mediation Board
New York Stock Exchange

MEDIATION ROSTERS:

ADRVantage, Inc: Mediator for several federal agencies (e.g., Coast Guard, DHS, FDIC)
Community Dispute Resolution Center (D.C.)
D.C. Better Business Bureau
D.C. Office of Human Rights
D.C. Public Employee Relations Board
Equal Employment Opportunity Commission
National Association of Securities Dealers
New York Stock Exchange

PER DIEM FEE: \$1000 **DOCKETING FEE:** None

CANCELLATION POLICY: \$1000 cancellation fee (same as per diem) if parties reschedule or cancel within two weeks of the day of the hearing. Mediation fee schedule available upon request.